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College Placement Council, Inc. 62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

REGIONAL Report No. 3 April 1991

MIDWESTERN REGION (MCPA)

Adrian College
University of Akron
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago-Grad. School of Bus.
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College-Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Drake University
Eastern Michigan University
Emporia State College
Eureka College
Ferris State University
Grace College
Grand View College
Greenville College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois-Chicago
University of Illinois-Chemistry & Chem. Engrg.
University of Illinois- Commerce & Business
University of Illinois-Engineering
Indiana University
Indiana University-Northwest
Indiana University/Purdue University-Indianapolis
Iowa State University-Agriculture
Iowa State University-Bus., Sci. & Humanities
Iowa State University-Design
Iowa State University-Engineering
Iowa State University-Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa- Bus. / Lib. Arts / Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas-Arts
University of Kansas-Business
University of Kansas-Engineering
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor-Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
University of Minnesota-Liberal Arts
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri-Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
University of Notre Dame
Ohio Northern University
Ohio State University-Agriculture
Ohio State University-Arts & Science
Ohio State University-Business
Ohio State University-Engineering
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University- Carbondale
Southern Illinois University- Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Walsh College of Accounting & Business
Washington University - Business
Washington University - Engineering
Wayne State University
Westmar College
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison - Arts
University of Wisconsin-Madison - Business
University of Wisconsin-Madison - Engineering
University of Wisconsin-Platteville
University of Wisconsin-River Falls
University of Wisconsin-Stout
Wichita State University
College of Wooster
Wright State University
Youngstown State University

The career planning & placement offices that participate in the ***Salary Survey*** are divided into seven geographic regions. The participants listed above comprise the **Midwestern** Region.

The data are based on salary offers made to students graduating between September 1, 1990, and August 31, 1991. Tables on pages 1 through 8 list data on both regional and national levels for the interim period (March 8, 1991 through April 5, 1991) and cumulatively (September 1, 1990, and April 5, 1991). The block tables list data for the cumulative period, and include only those categories for which offers were reported.

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BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES* 90TH	PERCENTILES* 50TH	PERCENTILES* 10TH
BUSINESS														
ACCOUNTING	233	574	$27027	$26200	$30000	$28000	$22800	893	1888	$27341	$26675	$30500	$27500	$23500
BUSINESS ADMIN (INCL MGMT	65	158	25217	23583	32000	25000	19500	214	496	24047	23354	30000	24000	18000
DISTRIBUTION MANAGEMENT	+	1	+	24000				7	9	27743	27211	*	*	*
ECONOM & FINANCE (BANKING	127	237	27262	26242	32400	27500	22500	276	618	26063	25520	30500	26700	20000
HOTEL/RESTAURANT MGMT.	1	1	22000	22000	*	*	*	8	39	20813	21121	*	*	*
HUMAN RSRCS (incl LABOR R	+	7	+	22929				8	50	25963	23885	*	*	*
MANAGEMENT INFO SYSTEMS	33	101	27947	28043	31700	28000	24240	78	197	28484	28044	32000	28054	25500
MARKETING/MARK MGMT (RESR	81	215	25330	23554	28000	25850	20488	236	584	24592	23723	28400	24888	19500
REAL ESTATE	1	1	21000	21000	*	*	*	1	5	21000	20264	*	*	*
COMMUNICATIONS														
ADVERTISING	2	6	16500	18917	*	*	*	23	39	22287	21478	25000	22500	18000
COMMUNICATIONS	14	36	24972	21960	*	*	*	60	116	22157	21733	28800	22250	16000
JOURNALISM	7	15	24883	20531	*	*	*	45	66	20038	19422	27600	20000	14196
TELECOMMUN/BROADCASTING	5	8	23120	21650	*	*	*	14	22	24040	23109	*	*	*
EDUCATION														
ELEMENTARY EDUCATION	19	36	20509	20006	*	*	*	48	198	19410	19963	23000	20788	13250
PRE-ELEMENTARY EDUCATION	1	6	22300	12967	*	*	*	6	27	20943	16647	*	*	*
PHYSICAL EDUCATION	2	5	21019	21978	*	*	*	5	21	17275	19120	*	*	*
SPECIAL EDUCATION	4	8	21950	20831	*	*	*	7	39	24155	22956	*	*	*
HOME ECONOMICS														
HUMAN ECOLOGY (HOME ECONO	+	5	+	21100				3	12	17933	19392	*	*	*
TEXTILES & CLOTHING	2	5	20250	23600	*	*	*	16	27	20294	21241	*	*	*
MERCHANDISING MANAGEMENT	+	+	+	+				18	24	22194	21388	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	2	+	23250				7	16	21864	21220	*	*	*
LETTERS (incl English, Li	3	10	22667	22641	*	*	*	20	58	20770	21734	28657	19500	13000
VISUAL & PERFORMING ARTS	+	5	+	23800				22	44	18459	19873	22700	18225	14000
HUMANITIES - OTHER	5	5	21360	21360	*	*	*	21	37	22126	21789	25000	21228	18250
SOCIAL SCIENCES														
CRIMINAL JUSTICE	6	9	19815	20455	*	*	*	26	39	20687	20759	25000	19500	15013
HISTORY	+	4	+	22000				6	25	21000	20629	*	*	*
POLITICAL SCIENCE/GOVT	4	14	22500	23030	*	*	*	32	66	21498	21998	27000	22000	17500
PSYCHOLOGY	5	21	24900	20416	*	*	*	45	83	19613	19250	24504	18700	13000
SOCIOLOGY	+	4	+	15878				20	38	18680	18943	22000	19100	14400
SOCIAL SCIENCES-OTHER	2	6	25500	21360	*	*	*	26	59	20101	19456	24000	19986	16000
ENGINEERING														
AEROSPACE & AERONAUTICAL	6	22	31046	30087	*	*	*	43	85	30454	30188	33674	30160	26252
AGRICULTURAL	+	6	+	30667				10	20	31350	31350	*	*	*
ARCHITECTURAL	1	9	30160	29804	*	*	*	3	33	28887	30709	*	*	*
BIOENGINEERING & BIOMEDIC	2	2	30000	30000	*	*	*	4	6	30500	27917	*	*	*
CHEMICAL	188	384	37562	37002	39700	38000	35500	354	812	37353	37178	39500	37600	35400
CIVIL	39	101	29713	30703	34800	30000	24056	187	434	28926	29764	33600	28800	24752
COMPUTER	8	28	30414	31593	*	*	*	42	87	33067	32126	36360	34000	27500
ELECTRICAL/ELECTRONIC	107	326	33735	33060	37500	34000	30420	364	875	33370	33049	37200	33600	29700

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
ENIVRONMENTAL ENGINEERING	+	+	+	+				1	2	$33000	$29700	*	*	*
INDUSTRIAL	39	79	$33051	$32440	$35400	$34125	$29750	133	206	32594	32179	$35000	$33000	$29000
MECHANICAL	138	352	34144	33835	38000	34200	30000	443	1034	34060	33980	37800	34200	30250
METALLURGICAL	18	27	33202	33424	*	*	*	46	77	33707	33688	35520	33600	30000
MINING (INCL GEOLOGICAL)	+	4	+	31900				18	36	31153	31116	*	*	*
NUCLEAR	+	5	+	32160				8	13	32919	32627	*	*	*
PETROLEUM	+	29	+	35944				9	126	40333	38467	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
ENGINEERING TECHNOLOGY	12	43	28045	26856	*	*	*	35	107	28723	27839	33600	29000	23060
INDUSTRIAL TECHNOLOGY	+	+	+	+				8	12	24500	26042	*	*	*
AGRICULTURAL & NATURAL RESOURCES														
AGRIBUSINESS	1	12	21100	21995	*	*	*	9	47	23206	22115	*	*	*
ANIMAL SCIENCES	1	3	27000	23000	*	*	*	14	23	19936	21528	*	*	*
PLANT SCIENCES	+	+	+	+				5	6	18096	21413	*	*	*
NATURAL RESOURCES	+	3	+	21133				3	9	18760	21307	*	*	*
OTHER AGRICULTURAL SCIENC	+	3	+	22401				3	23	19700	25440	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	58	170	30324	30900	35000	29950	26000	214	470	30019	30258	34776	30000	25000
COMPUTER PROGRAMMING	1	5	28500	29440	*	*	*	6	17	26023	28914	*	*	*
INFORMATION SCIENCES & SY	18	26	30102	29499	*	*	*	65	127	30125	29020	33500	30000	27000
SYSTEMS ANALYSIS	+	1	+	24960				1	4	25000	22640	*	*	*
HEALTH SCIENCES														
ALLIED HEALTH	+	3	+	21943				6	59	23730	27774	*	*	*
HEALTH SCIENCES	+	3	+	20216				7	27	22100	21095	*	*	*
NURSING	4	19	27750	33294	*	*	*	28	56	25444	28054	31500	24500	20000
PHARMACY	+	+	+	+				+	27	+	39633			
SCIENCES														
ACTUARIAL	1	1	33240	33240	*	*	*	5	5	26828	26828	*	*	*
ARCHITECTURAL & ENVIRONME	+	5	+	27860				3	16	23167	26463	*	*	*
BIOLOGICAL	4	12	20875	17865	*	*	*	13	37	21330	20103	*	*	*
CHEMISTRY	17	24	28949	28572	*	*	*	28	47	27986	27716	33000	30000	19760
GEOLOGY & GEOLOGICAL SCI	1	8	21600	31450	*	*	*	8	22	27013	28525	*	*	*
MATHEMATICS	2	21	35500	29409	*	*	*	17	68	24645	26213	*	*	*
PHYSICS	+	7	+	28098				3	13	25533	28176	*	*	*
OTHER PHYSICAL & EARTH SC	+	1	+	26000				+	4	+	20637			
POLYMER SCIENCE	+	+	+	+				+	+	+	+			
TEXTILE SCIENCE	+	+	+	+				+	+	+	+			
TOTALS	1288	3249						4337	10014					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES*		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
FINANCE														
ACCOUNTING (PUBLIC)	189	440	$27952	$26922	$30000	$28000	$26000	722	1452	$27951	$27250	$31000	$28000	$25800
ACCOUNTING (PRIVATE)	50	146	24254	24583	29400	25600	18000	179	456	24958	24800	29500	26000	17280
COMMERCIAL BANKING (CNSMR	12	20	21700	22113	*	*	*	15	44	22093	21978	*	*	*
COMMERCIAL BANKING (LEMDG	25	27	25440	24981	28000	26000	22500	43	58	24233	24107	28000	25000	20000
INVESTMT BANKING (CORP FN	7	10	32143	29970	*	*	*	9	20	29889	27875	*	*	*
INVESTMT BANKNG (M & A)	1	1	33000	33000	*	*	*	1	2	33000	28500	*	*	*
INVESTMT BANKG (REAL EST)	+	+	+	+				1	4	20000	18875	*	*	*
INVESTMT BANKG (SALES & T	2	9	28250	22310	*	*	*	4	15	26125	22439	*	*	*
FINANCIAL/TREASRY ANALYS	37	75	29060	27348	33600	29000	25400	98	212	27538	26655	32500	28650	21000
PORTFOLIO MGMT/BROKERAGE	3	12	19667	20822	*	*	*	5	23	18400	21655	*	*	*
UNDERWRITING	11	27	25323	24899	*	*	*	41	82	24114	24056	27000	24000	20200
INSURANCE - CLAIMS	10	17	22588	22332	*	*	*	31	62	21715	22483	25000	23400	16973
COMMUNICATIONS														
DESIGN/GRAPHIC ARTS	+	5	+	18720				11	18	19793	19429	*	*	*
MEDIA PLANNING	1	3	28800	21100	*	*	*	2	5	31900	25460	*	*	*
REPORTING	+	3	+	13133				5	13	14367	14975	*	*	*
PRODUCTION	6	7	30467	29543	*	*	*	23	36	25826	24706	34000	26500	15000
PUBLIC RELATIONS	3	5	25293	21923	*	*	*	18	32	20711	19840	*	*	*
WRITING / EDITING	2	3	22150	19967	*	*	*	14	22	18671	19864	*	*	*
MARKETING														
ADVERTISING	3	6	22333	19917	*	*	*	9	20	20389	20465	*	*	*
BRAND/PRODUCT MANAGEMENT	4	44	30250	24185	*	*	*	21	85	23210	23932	28300	23275	15000
BUYER/MERCHANDISING	24	36	24788	24572	30000	24000	21000	87	126	22933	23303	28000	23000	18000
DISTRIBUTION	6	12	26173	25337	*	*	*	16	34	27846	26362	*	*	*
MARKET RESEARCH	5	14	19300	24264	*	*	*	18	46	23211	24914	*	*	*
PURCHASING	1	5	37020	26844	*	*	*	8	20	27088	25270	*	*	*
SALES	77	183	27300	24974	33000	27000	22500	276	586	26122	25102	32400	26000	20000
PUBLIC ADMINISTRATION														
EXECUTIVE, LEGISL, & GENL	1	1	20000	20000	*	*	*	18	20	19390	19876	*	*	*
FINANC,TAXA, MONETARY POL	3	10	24674	24853	*	*	*	11	47	21974	23040	*	*	*
ECONOMIC PROGRAMS	+	4	+	22198				1	7	17600	22056	*	*	*
LAW ENFORCEMENT	4	12	22972	23399	*	*	*	19	32	23434	23152	*	*	*
MILITARY	1	4	37500	26625	*	*	*	9	28	25800	23817	*	*	*
NATIONAL SECURITY	+	+	+	+				1	7	23000	20229	*	*	*
URBAN / REGIONAL PLANNING	+	2	+	21720				2	8	15632	19104	*	*	*
ENGINEERING														
BIOENGINEERING	2	2	30000	30000	*	*	*	2	6	30000	26333	*	*	*
DESIGN / CONSTRUCT	51	149	30378	30257	34230	30840	24752	211	502	30455	30779	36000	30160	24812
ENVIRONMENTAL/SANITATION	6	18	34142	31854	*	*	*	27	87	28878	30721	36000	29000	20800
MANUFACTURING/INDUSTRIAL	121	196	34562	33948	37800	34500	32000	368	579	33975	33800	37500	34200	30200
SYSTEMS / PROGRAMMING	15	46	31185	32349	*	*	*	40	133	32292	32328	34890	33000	28000
POWER SYSTEMS	20	34	34619	34807	37020	34250	32000	66	123	33341	33179	36300	33500	31380
SOFTWARE DESIGN & DEVELOP	18	43	31122	32158	*	*	*	45	112	32142	32283	36000	32500	28860
HARDWARE DESIGN & DEVELOP	7	16	34213	32884	*	*	*	50	107	34311	33253	37000	34490	30420

continued

BACHELOR'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY FUNCTIONAL AREA FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
ENGINEERING (continued)														
RESEARCH & DEVELOPMENT	33	67	$36145	$35220	$39200	$37000	$33000	99	203	$35035	$34006	$38400	$35520	$31400
TESTING	6	24	31394	29680	*	*	*	38	96	31317	30524	36400	31590	25000
PROCESS ENGINEERING	127	278	37582	37502	39600	38000	36000	232	651	37282	37560	39500	37600	35500
PROJECT ENGINEERING	66	217	34297	33411	38200	34950	29400	155	503	33955	34230	38500	34200	28000
OTHER ENGINEERING	66	307	33803	33141	38400	34900	28000	304	791	32979	32700	38000	33550	27600
HEALTH CARE														
ADMINISTRATIVE (HEALTH C	1	4	28000	23125	*	*	*	8	19	27897	24503	*	*	*
INDUSTRIAL HYGIENE	+	+	+	+				1	2	23832	23916	*	*	*
MEDICAL TECHNOLOGY	1	3	19500	18343	*	*	*	9	29	23022	23854	*	*	*
NURSES / PERSONAL CARE	4	18	27750	32077	*	*	*	25	52	24586	27270	30000	24000	20000
OCCUPATIONAL THERAPY	1	2	37500	40750	*	*	*	2	18	34290	29866	*	*	*
PHARMACIST	+	+	+	+				+	28	+	39165			
PHYSICAL THERAPY	+	1	+	11648				2	4	17765	19045	*	*	*
RESPIRATORY THERAPY	+	1	+	28000				1	4	34000	33914	*	*	*
OTHER HEALTH RELATED	2	6	18250	24449	*	*	*	16	55	19589	24038	*	*	*
SOCIAL SERVICES														
ADMINISTRATION	+	3	+	18000				7	18	21660	20218	*	*	*
COUNSELING	+	9	+	18655				18	43	17589	16696	*	*	*
FUNDRAISING / DEVELOPMENT	+	1	+	15240				+	1	+	15240			
SOCIAL WORK	3	10	17667	16940	*	*	*	15	33	17491	17176	*	*	*
COMPUTER SCIENCE														
COMPUTER PROGRAMMING	53	130	28829	28713	33500	28000	24240	175	361	28515	28561	33700	28500	24000
INFORMATION SYSTEMS	27	54	29365	30247	31700	29200	27000	71	144	30300	29398	34500	30000	27000
SYSTEMS ANALYSIS & DESIGN	15	87	28216	29178	*	*	*	79	221	29576	29679	34700	29400	25500
OTHER FUNCTIONAL CATEGORIES														
ACTUARIAL	1	3	33240	29747	*	*	*	6	11	31080	30680	*	*	*
AGRICULTURE/NAT'L RESOURC	+	6	+	18863				26	56	20395	21504	25000	20000	17500
ARCHITECTURE	+	2	+	27750				2	8	25000	26238	*	*	*
CONSULTING	56	87	29679	29310	34000	29000	26500	128	230	29359	28933	33500	29000	26000
HUMAN RESRCS /INDUS RELS	1	15	24200	20900	*	*	*	17	57	23212	22394	*	*	*
MANAGEMENT TRAINEE	60	169	23972	23850	33420	23000	19000	263	667	22495	22560	30000	22000	16500
MATH/STATISTICIANS	+	9	+	23633				1	20	31200	23651	*	*	*
PARALEGAL	+	2	+	17500				1	7	16000	18571	*	*	*
RESEARCHERS NON-TECHNICAL	1	5	21023	22405	*	*	*	1	7	21023	23860	*	*	*
RESEARCHERS - TECHNICAL	9	15	28896	27997	*	*	*	13	22	29401	28596	*	*	*
TEACHING	27	69	20567	20553	23050	21650	16640	95	382	20383	20506	23600	21100	14000
TOTALS	1288	3249						4337	10014					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

MCPA REGIONAL Report No. 3 APRIL 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
ACCOUNTING	9	42	$32444	$30421	*	*	*	18	159	$33406	$31213	*	*	*
MBA--NON-TECH	33	83	38287	38952	$50000	$36000	$27500	73	222	36241	35769	$50000	$35000	$27500
MBA--TECH	27	30	39299	38152	45000	40000	34000	35	49	41619	39026	52000	40250	34000
MS-BUSINESS	4	6	42881	39587	*	*	*	10	12	47544	45120	*	*	*
ECONOMICS & FINANCE (BANK	49	51	44273	43655	52000	46000	35000	78	84	43990	43268	52000	45900	35000
HUMAN RESOURCES (INCL LAB	10	15	45680	38488	*	*	*	10	19	45680	37222	*	*	*
MANAGEMENT INFORMATION SY	3	3	30000	30000	*	*	*	3	10	30000	32720	*	*	*
MARKETING/MKTNG MGT (RESE	35	36	46278	46381	53500	45000	37200	47	50	46233	46019	53500	46000	37200
COMMUNICATIONS														
ADVERTISING	+	+	+	+				+	4	+	33250			
COMMUNICATIONS	+	+	+	+				1	6	30960	27460	*	*	*
JOURNALISM	+	+	+	+				2	2	21500	21500	*	*	*
EDUCATION														
EDUCATION ADMINISTRATION	1	6	25000	21683	*	*	*	3	15	30846	24187	*	*	*
ELEMENTARY EDUCATION	+	2	+	25250				1	26	27000	24472	*	*	*
PHYSICAL EDUCATION	+	1	+	35000				+	4	+	24500			
READING EDUCATION	+	+	+	+				+	1	+	32944			
SPECIAL EDUCATION	1	4	24875	21319	*	*	*	1	9	24875	23896	*	*	*
HUMANITIES														
FOREIGN LANGUAGES	+	1	+	12300				+	2	+	16650			
LETTERS	+	1	+	32500				+	4	+	23500			
VISUAL & PERFORMING ARTS	+	1	+	21000				+	2	+	21163			
HUMANITIES - OTHER	+	1	+	20004				3	4	35000	31251	*	*	*
SOCIAL SCIENCES														
HISTORY	+	+	+	+				+	+	+	+			
POLITICAL SCIENCE / GOVT	+	+	+	+				+	+	+	+			
PSYCHOLOGY	1	1	16900	16900	*	*	*	8	9	23826	23945	*	*	*
SOCIOLOGY	+	1	+	20800				1	3	24000	24267	*	*	*
SOCIAL SCIENCES - OTHER	+	+	+	+				10	13	32508	30853	*	*	*
ENGINEERING														
AEROSPACE & AERONAUTICAL	+	+	+	+				6	8	34770	35640	*	*	*
AGRICULTURAL	+	+	+	+				+	+	+	+			
BIOENGINEERING & BIOMEDIC	1	1	30000	30000	*	*	*	1	1	30000	30000	*	*	*
CHEMICAL	7	12	39654	38827	*	*	*	18	35	39560	39587	*	*	*

continued

MCPA REGIONAL Report No. 3 APRIL 1991

(Data Combined for Men and Women)

MASTER'S DEGREE CANDIDATES

AVERAGE SALARY OFFERS-INEXPERIENCED

GRADUATE ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
CIVIL	3	6	$30667	$34617	*	*	*	39	64	$33841	$34902	$38200	$34000	$29580
COMPUTER	+	+	+	+				+	2	+	37400			
ELECTRICAL/ELECTRONIC	16	25	39449	38059	*	*	*	58	100	38940	38353	44000	39000	34500
INDUSTRIAL	3	7	35867	35639	*	*	*	12	20	36971	36193	*	*	*
MECHANICAL	23	39	38916	38484	$41500	$38400	$36500	51	105	39622	38121	44000	39000	35000
METALLURGICAL	1	1	36000	36000	*	*	*	8	17	37654	37896	*	*	*
MINING & MINERAL	1	1	34000	34000	*	*	*	12	14	33775	35007	*	*	*
NUCLEAR	+	+	+	+				2	2	37800	37800	*	*	*
PETROLEUM	1	3	47300	39567	*	*	*	1	23	47300	43687	*	*	*
TEXTILE	+	+	+	+				+	+	+	+			
HEALTH SCIENCES														
ALLIED HEALTH	1	3	23704	21962	*	*	*	1	3	23704	21962	*	*	*
HEALTH SCIENCES	9	10	26111	26000	*	*	*	10	13	26000	26231	*	*	*
NURSING	+	+	+	+				+	+	+	+			
SCIENCES														
AGRICULTURAL & NATL RESOU	+	2	+	27750				1	6	26000	26116	*	*	*
ARCHITECTURAL & ENVIRONME	+	1	+	28080				+	1	+	28080			
BIOLOGICAL	1	1	18700	18700	*	*	*	1	3	18700	22686	*	*	*
CHEMISTRY	5	5	34680	34680	*	*	*	6	7	34233	32486	*	*	*
COMPUTER SCIENCE														
COMPUTER SCIENCE	8	19	38425	39726	*	*	*	37	70	36744	37334	43200	36400	30000
SCIENCES														
GEOLOGICAL (INCL GEOPHYS)	+	10	+	36222				1	25	25000	36393	*	*	*
MATHEMATICS (INCL ACTUARI	2	4	35500	29950	*	*	*	5	10	32000	28620	*	*	*
PHYSICS	+	+	+	+				+	3	+	27219			
POLYMER	+	+	+	+				+	+	+	+			
TOTALS	255	435						574	1241					

Master's Degree Candidates - Experience[1]

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

INTERIM PERIOD 3/8/91 THROUGH 4/5/91

CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

GRADUATE ALL TYPES OF EMPLOYERS	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH	NUMBER OF OFFERS REGIONAL	NUMBER OF OFFERS NATIONAL	AVERAGE $ OFFERS REGIONAL	AVERAGE $ OFFERS NATIONAL	PERCENTILES' 90TH	PERCENTILES' 50TH	PERCENTILES' 10TH
OVER 1 TO 2 YEARS														
MBA--NON-TECH	16	32	$49477	$47233	*	*	*	64	98	$47728	$45306	$57000	$50000	$32160
MBA--TECH	9	17	49278	49794	*	*	*	23	31	48130	48710	57000	50000	35000
OVER 2 TO 4 YEARS														
MBA--NON-TECH	48	73	51938	50025	$63600	$51800	$37500	80	133	52481	48700	65000	52000	37500
MBA--TECH	22	31	53241	52978	65000	54000	46500	47	60	55407	54414	70000	55000	45000
OVER 4 YEARS														
MBA--NON-TECH	18	35	49639	47809	*	*	*	45	100	50722	47425	65000	51000	35000
MBA--TECH	20	24	55190	55808	65000	54500	47000	34	54	54129	51693	70000	53500	47000
TOTALS	133	212						293	476					

1 Years of previous full-time, nonmilitary employment
' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

DOCTORAL DEGREE CANDIDATES

AVERAGE SALARY OFFERS

(Data Combined for Men and Women)

BY CURRICULUM FOR ALL TYPES OF EMPLOYERS	INTERIM PERIOD 3/8/91 THROUGH 4/5/91							CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91						
	NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'			NUMBER OF OFFERS		AVERAGE $ OFFERS		PERCENTILES'		
	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH	REGIONAL	NATIONAL	REGIONAL	NATIONAL	90TH	50TH	10TH
BUSINESS														
BUSINESS ADMIN & MNGMT.	+	+	+	+				+	+	+	+			
COMPUTER & INFOR SCIENCES	2	4	$49500	$54750	*	*	*	5	9	$49000	$54456	*	*	*
ECONOMICS	+	+	+	+				+	+	+	+			
EDUCATION														
EDUCATION ADMINISTRATION	+	+	+	+				1	5	43000	37214	*	*	*
HUMANITIES & SOCIAL SCIENCES														
ENGLISH	+	+	+	+				+	1	+	30000			
FOREIGN LANGUAGES	+	+	+	+				1	2	28000	36870	*	*	*
HUMANITIES	+	+	+	+				+	+	+	+			
PSYCHOLOGY	+	+	+	+				4	5	50000	50540	*	*	*
SOCIOLOGY	+	+	+	+				+	+	+	+			
SOCIAL SCIENCES	+	+	+	+				+	1	+	30000			
ENGINEERING														
AEROSPACE	+	+	+	+				+	3	+	46027			
CHEMICAL	5	9	53348	53204	*	*	*	7	16	53314	52235	*	*	*
CIVIL	+	3	+	40332				3	6	42667	41499	*	*	*
COMPUTER	+	+	+	+				2	2	52250	52250	*	*	*
ELECTRICAL/ELECTRONIC	1	2	60000	58500	*	*	*	3	10	52000	56220	*	*	*
INDUSTRIAL ENGINEERING	+	+	+	+				1	1	54000	54000	*	*	*
MECHANICAL	+	1	+	53760				3	4	43468	46041	*	*	*
METALLURGICAL	2	2	48600	48600	*	*	*	7	10	46663	46464	*	*	*
SCIENCES														
AGRICULTURE & NAT'L RESRC	+	+	+	+				1	1	36000	36000	*	*	*
BIOLOGICAL	3	3	30333	30333	*	*	*	3	4	30333	31138	*	*	*
CHEMISTRY	33	34	49411	49370	$52440	$50000	$46800	45	49	48745	48533	$52800	$49140	$45000
GEOLOGICAL (INCL GEOPHYS)	+	3	+	52847				+	9	+	52871			
MATHEMATICS	+	+	+	+				4	6	39850	38483	*	*	*
PHYSICS	+	+	+	+				2	2	40000	40000	*	*	*
POLYMER	1	1	52200	52200	*	*	*	1	2	52200	52800	*	*	*
TOTALS	47	62						93	148					

' Percentiles are computed on regional data
* Not computed for fewer than 20 offers
+ No offers reported

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ACCOUNTING	27893 687 38500/25500			27425 10	23500 2	22833 3		24456 5	27000 1
BUSINESS ADMIN (INCL MGMT	21120 1	30000 1		20723 8	18375 4		29667 3	28722 9	18000 1
ECONOM & FINANCE (BANKING	30833 15			25611 59 43000/21000	28143 7		23600 2	27567 33 37500/26000	21600 1
MANAGEMENT INFO SYSTEMS	28875 4					30003 2	28540 5	30567 9	
MARKETING/MARK MGMT (RESR	27000 1			23567 6	24000 1	27000 1	22500 2	24125 4	
REAL ESTATE				21000 1					
ADVERTISING		22333 6			21000 1	23400 4			
COMMUNICATIONS		19000 4		23000 3		23833 3	23500 3	26500 1	20000 1
JOURNALISM		17714 6		22000 1		17232 3	18333 3	22000 1	
TELECOMMUN/BROADCASTING						18480 2			
FOREIGN LANGUAGES		31500 1	22100 1						
LETTERS (incl English, Li				18000 1		19000 1		31000 1	
VISUAL & PERFORMING ARTS		13500 1							
HUMANITIES - OTHER		12480 1		40000 1					
HISTORY						24000 1	16000 1		
POLITICAL SCIENCE/GOVT				22000 2	16000 1	17000 1	28900 1	27000 1	
PSYCHOLOGY						35000 1			22000 1
SOCIAL SCIENCES-OTHER						20000 1	25000 1	20800 1	14560 1
AEROSPACE & AERONAUTICAL								31900 3	
ARCHITECTURAL									29580 2
CHEMICAL								34998 8	34000 1
CIVIL								28913 40 33000/27000	29381 22 36000/27000
COMPUTER						36500 2	25000 2	28833 3	30000 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
ELECTRICAL/ELECTRONIC	34800 1					34950 16	30463 8	31151 24 37100/28500	31938 8
INDUSTRIAL						31767 3	31644 4	30180 10	32500 2
MECHANICAL							33750 2	32346 15	33093 8
METALLURGICAL									33000 1
MINING (INCL GEOLOGICAL)								30610 10	26400 1
NUCLEAR								33200 2	
PETROLEUM									40000 1
ENGINEERING TECHNOLOGY								29000 1	
AGRIBUSINESS								23000 1	
ANIMAL SCIENCES								21500 1	
COMPUTER SCIENCE	28675 4			29352 2		32094 15	27644 31 34800/24000	29948 25 38400/27500	
INFORMATION SCIENCES & SY	29429 7			30000 3		29148 5	26250 4	31718 11	
SYSTEMS ANALYSIS								25000 1	
ACTUARIAL								28000 1	
GEOLOGY & GEOLOGICAL SCI									24400 5
MATHEMATICS							27800 1	34800 1	
PHYSICS							19000 1		

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
ACCOUNTING	23849 14	16500 1	25500 4	25433 27 29100/23000		20823 6	14000 1		20000 1
BUSINESS ADMIN (INCL MGMT	18871 7	24060 5	16500 2	24880 28 35000/21000		20854 45 28000/18000	22500 1		25000 1
DISTRIBUTION MANAGEMENT						24000 1			
ECONOM & FINANCE (BANKING	23189 19		22000 1	23774 30 30000/20000		22482 11			
HOTEL/RESTAURANT MGMT.		18375 4	23250 4						
HUMAN RSRCS (incl LABOR R				24700 1					
MANAGEMENT INFO SYSTEMS	28050 4			26846 10		26431 5			27300 1
MARKETING/MARK MGMT (RESR	18371 7		20000 1	24656 19		23400 60 45000/19500			27800 3
ADVERTISING	36000 1			25000 1		19375 4			15000 1
COMMUNICATIONS		18000 1		23520 5		21693 7			
JOURNALISM	25000 1			21750 2		23167 6			16236 8
TELECOMMUN/BROADCASTING			23000 2			21750 2			
HUMAN ECOLOGY (HOME ECONO				15300 1		19250 2			
TEXTILES & CLOTHING						19913 15			
MERCHANDISING MANAGEMENT						22194 18			
FOREIGN LANGUAGES				21600 1			25000 1		
LETTERS (incl English, Li	25000 1			24000 1		17200 5			14100 2
VISUAL & PERFORMING ARTS		15000 1				1[illegible]33 3			15248 2
HUMANITIES - OTHER	20000 1			26000 3		21360 5		25000 1	
CRIMINAL JUSTICE				20000 1	19833 3	13852 1		23000 1	
HISTORY						15000 1			
POLITICAL SCIENCE/GOVT	20500 2			22200 1	11440 2	21000 5		22000 1	26525 2
PSYCHOLOGY		12050 1	17000 1	24400 3		19321 7		21000 1	

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
SOCIOLOGY	20000 1		19250 2	19000 1		19400 2	14000 1	23000 1	
SOCIAL SCIENCES-OTHER				23500 1		21500 2			
COMPUTER				24000 1		26500 1			
ELECTRICAL/ELECTRONIC						26500 1			
INDUSTRIAL				25000 1					
MECHANICAL						33000 2			
ENGINEERING TECHNOLOGY									28000 1
AGRIBUSINESS						17750 1			
PLANT SCIENCES						12480 1			
NATURAL RESOURCES						20000 1			
COMPUTER SCIENCE	27860 10		22500 1	27028 11		26500 6			24500 2
COMPUTER PROGRAMMING				27000 1		27750 2			
INFORMATION SCIENCES & SY				28712 2					
ACTUARIAL				26535 4					
BIOLOGICAL						21200 5			
CHEMISTRY									15600 1
MATHEMATICS				24260 4		21750 2			

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
ACCOUNTING	21333 3		21563 7	25788 5		20232 3	23526 6	23000 1	24474 7
BUSINESS ADMIN (INCL MGMT		21493 3	20500 2	24750 2		21287 5	21833 3	20000 1	30000 1
DISTRIBUTION MANAGEMENT			26000 1			22500 1			
ECONOM & FINANCE (BANKING			18500 2	24700 2		21048 8	22258 4		28000 3
HUMAN RSRCS (incl LABOR R							24500 1		
MANAGEMENT INFO SYSTEMS		23040 1	29400 1	28588 8	28900 1		28000 1		
MARKETING/MARK MGMT (RESR			20333 3	21160 3		22100 1	20000 1		32000 4
COMMUNICATIONS	10900 1		21125 4	20460 4	21500 2	28012 2		21250 2	19000 1
JOURNALISM	22000 1				16500 2				
ELEMENTARY EDUCATION					19484 47 27000/13250				
PRE-ELEMENTARY EDUCATION					21915 4				
PHYSICAL EDUCATION					18234 4			13440 1	
SPECIAL EDUCATION					24155 7				
FOREIGN LANGUAGES					17617 3				
LETTERS (incl English, Li					23452 4	27000 1			12700 2
VISUAL & PERFORMING ARTS				15750 2	20648 8			18600 1	18720 1
HUMANITIES - OTHER					21019 3			21500 2	
CRIMINAL JUSTICE					15013 1	12000 1	22833 15		
HISTORY					22000 1				
POLITICAL SCIENCE/GOVT						21333 3	18640 3		
PSYCHOLOGY					19833 3		13200 1	17067 3	16314 5
SOCIOLOGY							27000 1	19000 1	18636 3
SOCIAL SCIENCES-OTHER	15000 1		25000 1		20387 4	24000 2	17987 5		17750 2

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
AEROSPACE & AERONAUTICAL		30000 1				28216 7			
CHEMICAL		34700 2	24812 1	30000 1					
CIVIL		28800 1	25227 19	32179 8		25863 8	27511 45 35090/24752		
COMPUTER		28500 1		35000 1		38637 1	28500 1		
ELECTRICAL/ELECTRONIC		35480 6		32970 50 39000/31490		29698 18	31250 2		
INDUSTRIAL				32875 3		25042 2			
MECHANICAL		32625 4		31844 23 37800/29400		28298 10	30160 1		
METALLURGICAL				50400 1			26000 1		
NUCLEAR				33200 2		26252 1	33500 1		
ENGINEERING TECHNOLOGY					31500 1			19500 1	
ANIMAL SCIENCES					18000 1	22200 1			
COMPUTER SCIENCE		31080 5	29400 1	31485 4		28985 3	23867 3		29000 1
COMPUTER PROGRAMMING			29400 1						
INFORMATION SCIENCES & SY				29500 1		20195 1			29000 4
ALLIED HEALTH					21940 2			26833 3	18000 1
HEALTH SCIENCES								23440 5	17500 1
NURSING							22175 1	24926 25 35000/20000	33555 2
ARCHITECTURAL & ENVIRONME					25000 2				
BIOLOGICAL		16000 1			21000 1	28000 1		25000 1	
CHEMISTRY		23880 2	33000 1	31200 1	13039 2				
GEOLOGY & GEOLOGICAL SCI		21600 1				33000 1			
MATHEMATICS					19493 4		13650 1	22000 1	
PHYSICS						24000 1			

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
ACCOUNTING				25500 1	23500 1	24667 3	25625 4	19500 1	28561 16
BUSINESS ADMIN (INCL MGMT						27000 1	29633 11	18333 3	28631 10
DISTRIBUTION MANAGEMENT							29200 2		29500 1
ECONOM & FINANCE (BANKING	23000 1			26000 1	25840 2		29129 9	25800 1	30078 8
HUMAN RSRCS (incl LABOR R								27000 2	30000 1
MANAGEMENT INFO SYSTEMS					25410 6	31000 1			32452 5
MARKETING/MARK MGMT (RESR					23920 1		28679 8	28000 2	26231 13
ADVERTISING								18000 1	23000 1
COMMUNICATIONS			15000 1	16645 1		21600 1	28100 2	23740 2	30900 2
JOURNALISM						13000 1			29900 2
TELECOMMUN/BROADCASTING							30000 2		30000 1
ELEMENTARY EDUCATION	15896 1								
PRE-ELEMENTARY EDUCATION	20000 1								
LETTERS (incl English, Li							38000 1		
VISUAL & PERFORMING ARTS			28000 1						
HUMANITIES - OTHER							19800 1		
CRIMINAL JUSTICE			15000 2						
HISTORY			24000 1						
POLITICAL SCIENCE/GOVT			22000 1						22750 2
PSYCHOLOGY	17020 3		18275 10						32796 1
SOCIOLOGY	18000 1		16100 4						
SOCIAL SCIENCES-OTHER			22200 1	18000 1					
AEROSPACE & AERONAUTICAL					30558 24 32004/29496				

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
AGRICULTURAL						25000 2	33317 6		
ARCHITECTURAL								27500 1	
CHEMICAL					35220 2	36320 5	35600 8		37049 153 41500/35820
CIVIL					30500 2	37000 1	29947 3	29743 7	34776 1
COMPUTER					31070 2				33292 3
ELECTRICAL/ELECTRONIC					31973 32 35100/30420		33860 38 37200/32032		36055 12
INDUSTRIAL					24000 1		32970 22 40000/31000	34530 2	34188 15
MECHANICAL					31152 27 36000/29000	34276 5	33603 100 41280/31000	41400 1	35983 33 38600/34200
METALLURGICAL							34692 5		28800 1
MINING (INCL GEOLOGICAL)							26400 1		
ENGINEERING TECHNOLOGY					29738 8		29784 4	27525 4	
INDUSTRIAL TECHNOLOGY					31200 1		25200 4		
AGRIBUSINESS	22000 1					23250 4			
ANIMAL SCIENCES	25000 1					18875 8			
PLANT SCIENCES						20000 1			
COMPUTER SCIENCE			26000 1		28537 14		28450 4		33772 8
COMPUTER PROGRAMMING	20238 1								
INFORMATION SCIENCES & SY							28800 4		32839 9
HEALTH SCIENCES				20000 1					
ARCHITECTURAL & ENVIRONME								19500 1	
BIOLOGICAL			13500 1			26000 1			20000 1
CHEMISTRY									29831 19
MATHEMATICS							31200 1		33000 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 1

CURRICULUM	COMPUTER & BUS		ELECTR & ELECT		FOOD & BEVERAG		HOUSEHOLD & PE		METALS & METAL		MINING		PACKAGING & AL		PAPER & WOOD P		PETROLEUM & AL	
ACCOUNTING	31594	8	27582	10	28042	6	28000	1	22680	4	26500	1	29500	1	25000	2	28411 35000/27000	27
BUSINESS ADMIN (INCL MGMT	28333	3	27050	8	27806	17	25000	2	23840	5			27300	2	32000	1	29750	2
DISTRIBUTION MANAGEMENT			33800	1														
ECONOM & FINANCE (BANKING	28786	7	28442	12	28567	3	26313	4	27000	1	26500	1	23800	2	25400	2	30657	7
HUMAN RSRCS (incl LABOR R													23000	1			25750	2
MANAGEMENT INFO SYSTEMS	29975	2	28008	1	26667	3	33000	1			27600	1	29800	2	30000	1		
MARKETING/MARK MGMT (RESR	26427	11	24513	4	25589 35500/24240	22	24733	6					27000	3	25143	7	28500	2
ADVERTISING							25000	1	25000	1								
COMMUNICATIONS					27000	1	18000	1										
JOURNALISM					22050	2											29380	1
TELECOMMUN/BROADCASTING					25250	2												
TEXTILES & CLOTHING	26000	1																
VISUAL & PERFORMING ARTS	19600	1																
HUMANITIES - OTHER					20000	1	11500	1					25000	1				
CRIMINAL JUSTICE															22000	1		
POLITICAL SCIENCE/GOVT					24500	1												
PSYCHOLOGY																	24504	1
SOCIAL SCIENCES-OTHER							28000	1			12584	1						
AEROSPACE & AERONAUTICAL	29750	2					37500	2	23040	1							35700	2
AGRICULTURAL					33600	1											30000	1
BIOENGINEERING & BIOMEDIC			32000	1														
CHEMICAL			35060	4	37035 40250/35000	25	38118	11	36000	2			37000	9	36889	9	38626 46200/36000	106
CIVIL			32800	3					28703	6	32220	3	35500	1	34800	1	34375	12

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 5 - PAGE 2

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
COMPUTER	36104 10	34416 9						31800 1	34533 3
ELECTRICAL/ELECTRONIC	34518 20 39200/32448	33178 59 38700/31000	34350 2	36063 4	34503 15	38000 1	37500 1	36837 11	36715 20 39500/36000
INDUSTRIAL	32790 2	32643 21 37680/31200	33838 10	33313 4	33531 7	35400 1	30000 1	33625 8	34642 2
MECHANICAL		33525 43 37500/31000	34819 16	36660 10	32432 29 36000/28500		33143 7	36354 13	37436 70 54487/33600
METALLURGICAL		31750 2			33634 31 36000/32040			34800 2	
MINING (INCL GEOLOGICAL)						33591 5			33900 1
NUCLEAR		35400 2							
PETROLEUM									40375 8
ENGINEERING TECHNOLOGY		29400 4			27250 2			31000 1	34000 1
INDUSTRIAL TECHNOLOGY			32000 1						
AGRIBUSINESS									32000 1
ANIMAL SCIENCES			27000 1						
OTHER AGRICULTURAL SCIENC			19700 3						
COMPUTER SCIENCE —	30201 13	33171 23 44040/31820	31500 1	34800 1	32400 1		31950 2	32400 2	34836 14
INFORMATION SCIENCES & SY	31733 6	30500 2							29533 6
BIOLOGICAL								21792 1	
CHEMISTRY			30000 1						
GEOLOGY & GEOLOGICAL SCI									39500 1
MATHEMATICS									38000 1
PHYSICS									33600 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING		RUBBER PRODUCT		SCIENTIFIC & I		STONE, CLAY, G		TEXTILES & APP		WIDELY DIVERSI		OTHER EMPLOYER	
ACCOUNTING							12000	1			26333	3	21567	9
BUSINESS ADMIN (INCL MGMT	22900	1	22000	1	26258 -	3			16667	3	22000	1	23543	7
ECONOM & FINANCE (BANKING	23750	2			29000	2	26100	1	28833	3	27500	4	22650	6
MANAGEMENT INFO SYSTEMS					31700	2							23000	1
MARKETING/MARK MGMT (RESR	25773	15			26333	3	21600	1	27580	5	26000	1	21860	15
ADVERTISING													19500	1
COMMUNICATIONS									24000	1	28500	1	18167	3
JOURNALISM											18000	1	22020	4
TELECOMMUN/BROADCASTING					12000	1			28800	2				
PRE-ELEMENTARY EDUCATION													18000	1
VISUAL & PERFORMING ARTS													24000	1
HISTORY													25000	1
POLITICAL SCIENCE/GOVT	35000	1											21000	2
PSYCHOLOGY									27500	1	24000	1	19000	1
SOCIOLOGY	22000	1											14000	1
AEROSPACE & AERONAUTICAL													24000	1
BIOENGINEERING & BIOMEDIC					30000	3								
CHEMICAL			38100	1	38400	1	36940	1			37667	3	36300	1
CIVIL											28080	1	28933	3
ELECTRICAL/ELECTRONIC											35025	4	31364	11
ENIVRONMENTAL ENGINEERING	33000	1												
INDUSTRIAL	33000	1					30500	1			32353	8	29000	2
MECHANICAL			35000	1	33783	3	33600	1	35400	1	36450	2	32395	16

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
METALLURGICAL				31550 2			
ENGINEERING TECHNOLOGY	23530 2		33500 2	25000 1			27000 2
INDUSTRIAL TECHNOLOGY							16000 2
AGRIBUSINESS							21100 1
ANIMAL SCIENCES							14400 1
PLANT SCIENCES							19333 3
NATURAL RESOURCES							18140 2
COMPUTER SCIENCE		30000 1	28300 2				30707 3
COMPUTER PROGRAMMING					24000 1		
CHEMISTRY						33180 1	

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
BACHELOR - NON TECHNICAL	27950 708 38500/25800	20188 20 31500/13500	22100 1	25070 92 43000/21000	23656 16	22794 23 35000/15500	24729 21 32000/18000	27529 65 39000/25000	20527 6
BACHELOR - TECHNICAL	29625 12			29741 5		33040 41 39200/29300	28237 53 36500/24000	30476 157 38500/27000	30311 52 42000/25000

CURRICULUM	FINANCE	HOSPITALITY(AM	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
BACHELOR - NON TECHNICAL	22662 58 36000/16000	19642 13	21853 17	24567 136 37500/20000	16476 5	21618 213 45000/17000	18875 4	22800 5	19635 21 30000/13645
BACHELOR - TECHNICAL	27860 10		22500 1	26413 24 35040/23000		24238 22 33000/18000			23150 4

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS -	HEALTH SRVCS (
BACHELOR - NON TECHNICAL	18650 6	21880 4	21659 21 29400/16000	24360 26 30000/18000	20248 94 36415/15000	21746 27 35000/16973	21871 41 37000/17614	19228 12	22394 29 48000/15000
BACHELOR - TECHNICAL		30868 24 39200/21600	25910 23 33000/24144	32689 95 50400/29400	20648 13	28205 55 38637/24000	27252 56 35090/24144	24649 36 35000/19500	27512 9

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
BACHELOR - NON TECHNICAL	18279 7		18493 21 32000/14400	21536 4	25156 10	23800 7	28811 40 38000/26000	22982 12	28565 63 34776/24500
BACHELOR - TECHNICAL	22413 3		19750 2	20000 1	30830 113 38400/28560	27036 27 37600/18000	33134 200 41280/30000	29735 16	35744 256 41500/31900

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
BACHELOR - NON TECHNICAL	28348 33 35000/26000	27594 36 33800/23520	26481 58 35500/24000	24842 18	23811 11	23296 4	26792 12	25771 14	28657 42 36000/26500
BACHELOR - TECHNICAL	33198 53 42000/28600	33184 173 44040/31000	34480 61 40250/31500	36663 32 40000/33000	32868 94 37200/29380	33802 10	34852 21 40500/31200	35359 49 39000/32000	37340 250 54487/33400

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER MANUFACT
BACHELOR - NON TECHNICAL	25700 20 35000/22900	22000 1	26470 11	19900 3	25567 15	25625 12	
BACHELOR - TECHNICAL	28265 4	34367 3	32123 11	31523 6	29700 2	34004 19	

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY TECH - NON TECH/EMPLOYER CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PUBL ACCNTNG	ADVERTISING	ARCHITECTURAL	BANKING (COMME	BANKING (INVES	COMMUNICATION	COMPUTER SFT/D	CONSULT SVCS	ENGINEERING /
MBA--NON-TECH	32325 20 41000/27500	38000 1		34500 2	52500 1		43260 1	34588 8	
MBA--TECH			29120 1	55000 1	55800 5	41200 4	37767 3		

CURRICULUM	FINANCE	HOSPITALITY(AH	HOSPITALITY(HO	INSURANCE	LEGAL SVCS	MERCHANDISING	PERSONNEL SUPP	PROTECTIVE SER	PUBLISHING
MBA--NON-TECH	50000 1	40000 1		22000 1		35000 2			
MBA--TECH				33867 3					

CURRICULUM	REAL ESTATE	RESEARCH ORGAN	TRANSPORTATION	UTILITIES	EDUCATION	FEDERAL GOVERN	LOCAL/STATE GO	HOSPITALS	HEALTH SRVCS (
MBA--NON-TECH	25000 2		33000 2			25000 1	22000 1		
MBA--TECH	40000 1			42300 1					

CURRICULUM	MEMBERSHIP/REL	MUSEUMS & CULT	SOCIAL SRVCS/P	OTHER NON-PROF	AEROSPACE	AGRIBUSINESS &	AUTOMOTIVE & M	BUILDING MATLS	CHEMICAL, DRUG
MBA--NON-TECH		20000 1					36600 5		44833 6
MBA--TECH							41250 4	33000 1	41733 3

CURRICULUM	COMPUTER & BUS	ELECTR & ELECT	FOOD & BEVERAG	HOUSEHOLD & PE	METALS & METAL	MINING	PACKAGING & AL	PAPER & WOOD P	PETROLEUM & AL
MBA--NON-TECH		45333 3	37761 5	54500 2			43200 1	37000 1	35274 3
MBA--TECH	35000 2	40000 1	40500 1		40250 1			34000 1	41800 2

CURRICULUM	PRINTING	RUBBER PRODUCT	SCIENTIFIC & I	STONE, CLAY, G	TEXTILES & APP	WIDELY DIVERSI	OTHER EMPLOYER
MBA--NON-TECH						30830 1	52000 1
MBA--TECH							

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 1 - PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
ACCOUNTING	27935 702 38500/26000	25136 145 35200/18000		28000 1	23000 1				26781 15
BUSINESS ADMIN (INCL MGMT	22040 3	21583 6	20980 5	14940 2					26866 13
ECONOM & FINANCE (BANKING	30769 13	27678 18	24600 5	25384 34 28500/23000	30750 8	33000 1	20000 1	25750 2	28008 64 37500/24000
MANAGEMENT INFO SYSTEMS									29100 2
MARKETING/MARK MGMT (RESR	27000 1	20550 2	19500 3	28000 1				24000 1	18000 1
REAL ESTATE									21000 1
ADVERTISING				21000 1					36000 1
COMMUNICATIONS		19000 2	23000 1	19323 2					
JOURNALISM		16500 4							
POLITICAL SCIENCE/GOVT		35000 1	22000 1	22000 1					
PSYCHOLOGY									22000 1
SOCIAL SCIENCES-OTHER		15000 1							
CIVIL								29000 1	
COMPUTER SCIENCE	24000 1								
INFORMATION SCIENCES & SY	26500 2								
MATHEMATICS				11440 1					

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
ACCOUNTING		27996 1	21700 2						
BUSINESS ADMIN (INCL MGMT		24472 13	22608 8						
ECONOM & FINANCE (BANKING	18000 1	23608 12	21249 8						
MARKETING/MARK MGMT (RESR	18000 1	25142 6	21203 3						
ADVERTISING							26667 3		21000 2
COMMUNICATIONS		27100 2	23500 2	17250 2	28800 1		24063 7	21267 9	20550 2
JOURNALISM			21750 2	12584 1		14969 4	10700 1	21676 5	18643 7
TELECOMMUN/BROADCASTING						11960 1	25000 1		
FOREIGN LANGUAGES			21600 1						
LETTERS (incl English, Li		24000 1						19000 1	15200 1
VISUAL & PERFORMING ARTS				16050 2			15838 4		
HUMANITIES - OTHER		26000 3		12480 1					
CRIMINAL JUSTICE		20000 1						15013 1	
HISTORY				25000 1					
POLITICAL SCIENCE/GOVT	20500 2		22200 1	26000 1					17000 1
PSYCHOLOGY		14700 1			35000 1			17000 1	
SOCIOLOGY			21000 1						
SOCIAL SCIENCES-OTHER			23500 1						
INDUSTRIAL			25000 1						
MECHANICAL							35583 6		
METALLURGICAL							33000 1		
ENGINEERING TECHNOLOGY				25020 3					
AGRIBUSINESS								22000 1	

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 2 - PAGE 2

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
COMPUTER SCIENCE			11520 1						
ACTUARIAL		17500 1							
CHEMISTRY									15600 1
MATHEMATICS	15000 1								

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
ACCOUNTING			21000 2				23333 3	25206 2	19174 4
BUSINESS ADMIN (INCL MGMT		25179 6	26146 13	28318 8	20500 2	26696 5	25220 20 35000/20000	20000 1	
DISTRIBUTION MANAGEMENT				29625 4		29200 1			
ECONOM & FINANCE (BANKING			23938 4		23650 2		24399 28 40000/16000	20165 3	23341 3
HUMAN RSRCS (incl LABOR R							25000 1		
MANAGEMENT INFO SYSTEMS							28000 1		
MARKETING/MARK MGMT (RESR	24500 2	28000 3	23935 31 30000/20000	28000 1	19271 7	17000 1	26002 124 48000/23000	20000 1	22100 1
ADVERTISING	18500 3				15000 1		22844 9		
COMMUNICATIONS	21000 1	18050 2	18000 1				23948 12		
JOURNALISM	19333 3	20793 2	22000 3				28833 3		
TELECOMMUN/BROADCASTING			21750 2				24729 7		
HUMAN ECOLOGY (HOME ECONO							15300 1		
TEXTILES & CLOTHING			18609 11				26000 1		
MERCHANDISING MANAGEMENT			23125 8						
FOREIGN LANGUAGES					31500 1				
LETTERS (incl English, Li				13000 1			24000 2	27000 1	
VISUAL & PERFORMING ARTS		13645 1					11500 1		
HUMANITIES - OTHER		11500 1	19500 1				28267 3		
CRIMINAL JUSTICE							22000 1	19998 2	20900 1
HISTORY		19500 2					16000 1		
POLITICAL SCIENCE/GOVT		17500 1					24888 4	16133 6	24000 1
PSYCHOLOGY			19600 3		21000 1		26399 5		
SOCIOLOGY			19200 1				20800 2		

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 3 - PAGE 2

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
SOCIAL SCIENCES-OTHER		20000 1		25000 1			28000 1	17160 2	
AEROSPACE & AERONAUTICAL							37400 1		
CHEMICAL		38500 1		34500 1		37020 1	38050 2		
CIVIL					36100 1				
ELECTRICAL/ELECTRONIC							29417 6		
INDUSTRIAL			30840 1				31000 8		
MECHANICAL		34500 1			32500 1		32745 15		
ENGINEERING TECHNOLOGY					29500 1		32000 1		
AGRIBUSINESS							23500 2		
ANIMAL SCIENCES			27000 1				22000 2		
PLANT SCIENCES							12480 1		
COMPUTER SCIENCE					29000 1				
INFORMATION SCIENCES & SY							31500 1		
BIOLOGICAL			20250 4				22500 2		28000 1
CHEMISTRY							30855 4		
MATHEMATICS			22000 1				33000 1		

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BUSINESS ADMIN (INCL MGMT		26000 1							29650 4
DISTRIBUTION MANAGEMENT			22500 1						
ECONOM & FINANCE (BANKING	17600 1								
HUMAN RSRCS (incl LABOR R									23000 1
COMMUNICATIONS			35000 1						26500 1
HUMANITIES - OTHER		25000 1							
CRIMINAL JUSTICE		22912 12	12000 1	23000 1					
POLITICAL SCIENCE/GOVT			22000 1						
PSYCHOLOGY		21000 1							
SOCIOLOGY		25000 2							
SOCIAL SCIENCES-OTHER		16000 1	24000 2		17614 1			17680 2	
AEROSPACE & AERONAUTICAL							29457 10		31300 8
AGRICULTURAL							33100 3		
ARCHITECTURAL							28887 3		
BIOENGINEERING & BIOMEDIC						30000 2			
CHEMICAL							36627 8	37180 5	37315 21 41000/35820
CIVIL							28166 100 37400/24752	28423 11	32967 6
ELECTRICAL/ELECTRONIC		32300 1	37500 1				33718 23 38000/31460		34000 67 38400/30680
ENIVRONMENTAL ENGINEERING									33000 1
INDUSTRIAL									33399 70 40000/31200
MECHANICAL							33419 54 41400/30680	35000 1	34673 147 41280/31980
METALLURGICAL							35200 1		33565 26 36000/32040
MINING (INCL GEOLOGICAL)								28700 4	33900 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
NUCLEAR									32500 1
PETROLEUM									40000 1
ENGINEERING TECHNOLOGY							26233 6		30384 10
INDUSTRIAL TECHNOLOGY							21067 3		25000 2
ANIMAL SCIENCES			22200 1						
CHEMISTRY								32000 1	24000 1
GEOLOGY & GEOLOGICAL SCI			33000 1					21333 3	
MATHEMATICS					13650 1				

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	OTHER ENGINEER
BUSINESS ADMIN (INCL MGMT	28600 3		32000 1		33000 1				
MANAGEMENT INFO SYSTEMS			27000 1						
AEROSPACE & AERONAUTICAL	27333 1		26252 1	29500 1	31813 3	30207 3			30617 13
AGRICULTURAL					38100 1	29667 3		28500 1	33600 1
BIOENGINEERING & BIOMEDIC			32000 1						30000 1
CHEMICAL		41000 1			37556 36 41500/35820	39700 1	37583 215 46200/36000	36787 23 42000/34800	36819 31 41000/35400
CIVIL	33600 1	27351 2			36700 1	29500 2		29284 14	29124 30 36000/26064
COMPUTER	30667 3		32957 6	36678 10	32250 2			33000 2	33642 8
ELECTRICAL/ELECTRONIC	32853 12	33114 43 39000/31380	33430 18	34063 37 39200/31200	33419 17	30921 15	35750 2	33660 32 42000/29000	33415 70 40800/29700
INDUSTRIAL		31500 1					26875 2	34836 8	32632 24 37080/30500
MECHANICAL	33167 3	33225 16	34200 1	31460 1	34583 24 39500/31235	35717 7	38171 7	34636 61 45000/30680	32937 87 54487/28000
METALLURGICAL		50400 1			33784 5			32450 4	32730 4
MINING (INCL GEOLOGICAL)						27500 2		31500 2	33591 5
NUCLEAR		33700 2			32400 1	36000 1	34800 1		30126 2
PETROLEUM								40800 1	40314 7
ENGINEERING TECHNOLOGY				27500 1				26000 3	32125 4
COMPUTER SCIENCE	33106 16		30967 16		34900 3	20800 1		31720 1	30532 16
INFORMATION SCIENCES & SY	29500 1								
BIOLOGICAL					26000 1		21792 1		
CHEMISTRY					29654 4	28700 3	29985 4	28000 1	
GEOLOGY & GEOLOGICAL SCI								36250 2	
PHYSICS									33600 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 6 - PAGE 1

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	OTHER HEALTH R
ACCOUNTING									23000 1
BUSINESS ADMIN (INCL MGMT	30000 1								
MARKETING/MARK MGMT (RESR	28000 1								
COMMUNICATIONS	15000 1								
PHYSICAL EDUCATION							13440 1		
LETTERS (incl English, Li									15000 1
HUMANITIES - OTHER									25000 1
PSYCHOLOGY			18700 1	12480 1			22090 1		16780 2
SOCIOLOGY									19000 1
CIVIL				29200 1					
COMPUTER								34000 1	
INDUSTRIAL		23832 1			31080 1				
ENGINEERING TECHNOLOGY			19500 1		37500 1				
COMPUTER SCIENCE									24000 1
ALLIED HEALTH			25375 4						20440 2
HEALTH SCIENCES			25750 2						20800 4
NURSING	32044 4			24912 23 31500/21000					11280 1
BIOLOGICAL			16000 1						19250 2
MATHEMATICS	22000 1								

AVERAGE SALARY OFFERS APRIL 1991 NCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330 PART 7 - PAGE 1

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ACCOUNTING					13440 1	29000 1			
BUSINESS ADMIN (INCL MGMT	18500 1				20160 1	25476 5	31388 2		
ECONOM & FINANCE (BANKING					27500 2	28500 2	29000 2		
MANAGEMENT INFO SYSTEMS					27633 25 33600/24240	29239 25 32000/27360	28475 16		
MARKETING/MARK MGMT (RESR					26500 2				
COMMUNICATIONS		20000 1							
LETTERS (incl English, Li		10400 1							
VISUAL & PERFORMING ARTS	23360 2								
HUMANITIES - OTHER		18000 1							
CRIMINAL JUSTICE		20500 2		17667 3					
HISTORY		24000 1							
POLITICAL SCIENCE/GOVT	22000 1					28900 1			
PSYCHOLOGY	25000 2	16411 9		16708 6	17500 1		15500 1		
SOCIOLOGY	14400 1	20000 1		16977 4	19000 1				
SOCIAL SCIENCES-OTHER		17750 2		20600 2	25000 1				21000 1
AGRICULTURAL									25000 1
CHEMICAL						29000 1			
CIVIL					29500 1		30560 8		
COMPUTER					29868 10				
ELECTRICAL/ELECTRONIC					33167 3	33017 6	35367 3		
INDUSTRIAL					30000 1		29000 1		
MECHANICAL					29500 1	32000 1			
METALLURGICAL									26000 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
ENGINEERING TECHNOLOGY					31500 1				
AGRIBUSINESS									26333 3
ANIMAL SCIENCES									17878 9
PLANT SCIENCES									19500 4
NATURAL RESOURCES									18760 3
OTHER AGRICULTURAL SCIENC									19700 3
COMPUTER SCIENCE					28979 81 48000/24000	31757 27 35500/27000	29217 33 34800/25500		
COMPUTER PROGRAMMING					26428 5		24000 1		
INFORMATION SCIENCES & SY					29538 34 34750/26880	30750 2	31392 10		
SYSTEMS ANALYSIS							25000 1		
ACTUARIAL								29160 4	
GEOLOGY & GEOLOGICAL SCI									25000 1
MATHEMATICS					24933 3		38000 1	34920 2	
PHYSICS					19000 1				

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
ACCOUNTING		29375 8		24125 4					
BUSINESS ADMIN (INCL MGMT		27813 8	22150 6	21886 75 32000/17680					
DISTRIBUTION MANAGEMENT				24000 1					
ECONOM & FINANCE (BANKING		27103 34 33000/26000		22467 28 30000/17000					
HOTEL/RESTAURANT MGMT.				20813 8					
HUMAN RSRCS (incl LABOR R			26617 6						
MANAGEMENT INFO SYSTEMS		30214 7		19656 1					
MARKETING/MARK MGMT (RESR		28000 1		22484 42 31500/17500					
ADVERTISING				19167 3					
COMMUNICATIONS			22000 1	20294 8			21023 1		
JOURNALISM			22000 1	21789 9					
TELECOMMUN/BROADCASTING				27667 3					
ELEMENTARY EDUCATION									19410 48 27000/13250
PRE-ELEMENTARY EDUCATION				18000 1					21532 5
PHYSICAL EDUCATION									18234 4
SPECIAL EDUCATION									24155 7
HUMAN ECOLOGY (HOME ECONO				19250 2					
TEXTILES & CLOTHING				23500 4					
MERCHANDISING MANAGEMENT				21450 10					
FOREIGN LANGUAGES		22100 1		20425 2					18500 2
LETTERS (incl English, Li		31000 1		19833 6					23452 4
VISUAL & PERFORMING ARTS				18400 4					20648 8
HUMANITIES - OTHER				21217 6					21019 3

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT
BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
CRIMINAL JUSTICE						16000 1			
HISTORY				22000 1					
POLITICAL SCIENCE/GOVT		27000 1		20625 8					
PSYCHOLOGY		18500 1	24504 1	19575 4					22000 1
SOCIOLOGY			14000 1	17500 5					
SOCIAL SCIENCES-OTHER				18528 3					20387 4
AEROSPACE & AERONAUTICAL		30000 1						30000 1	
CHEMICAL		36780 5						30500 2	
CIVIL		30186 7		34800 1					
ELECTRICAL/ELECTRONIC		28717 6		37500 1				33500 1	
INDUSTRIAL		29680 10		33856 4					
MECHANICAL		30800 3		35780 4				26252 1	34800 1
METALLURGICAL				34520 3					
MINING (INCL GEOLOGICAL)		31525 4							
ENGINEERING TECHNOLOGY		29000 1		28000 2					
INDUSTRIAL TECHNOLOGY				27600 3					
AGRIBUSINESS				20283 3					
ANIMAL SCIENCES				25000 1					
COMPUTER SCIENCE		30981 16							
INFORMATION SCIENCES & SY		31031 13		30500 2					
HEALTH SCIENCES									20000 1
ARCHITECTURAL & ENVIRONME	25000 2		19500 1						
BIOLOGICAL									21000 1

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT

BY CURRICULUM/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91

Sample Block: Average: 20250 706 # of Offers
90th: 22080 / 10th: 18330

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
CHEMISTRY								29980 7	13039 2
GEOLOGY & GEOLOGICAL SCI								21600 1	
MATHEMATICS				21500 1	31200 1				22177 3
PHYSICS									24000 1

AVERAGE SALARY OFFERS — APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT — Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION — CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 — 90th: 22080 / 10th: 18330 — PAGE 1

CURRICULUM	ACCOUNTING (PU	ACCOUNTING (PR	COMMERCIAL BAN	COMMERCIAL BAN	INVESTMT BANKI	INVESTMT BANKN	INVESTMT BANKG	INVESTMT BANKG	FINANCIAL/TREA
BACHELOR - NON TECHNICAL	27961 719 38500/25800	24958 179 35200/17280	22093 15	24537 42 28500/21000	29889 9	33000 1	20000 1	25167 3	27538 98 37500/21000
BACHELOR - TECHNICAL	25667 3			11440 1				29000 1	

CURRICULUM	PORTFOLIO MGMT	UNDERWRITING	INSURANCE - CL	DESIGN/GRAPHIC	MEDIA PLANNING	REPORTING	PRODUCTION	PUBLIC RELATIO	WRITING / EDIT
BACHELOR - NON TECHNICAL	19250 4	24280 40 34000/20200	21954 29 26500/16973	17833 8	31900 2	14367 5	21718 16	20635 17	18908 13
BACHELOR - TECHNICAL	15000 1	17500 1	18260 2	25020 3			35214 7	22000 1	15600 1

CURRICULUM	ADVERTISING	BRAND/PRODUCT	BUYER/MERCHAND	DISTRIBUTION	MARKET RESEARC	PURCHASING	SALES	EXECUTIVE, LEG	FINANC,TAXA, M
BACHELOR - NON TECHNICAL	20389 9	21811 19	22929 80 34200/18000	27403 15	20764 14	25669 7	25270 230 48000/19800	19390 18	21372 10
BACHELOR - TECHNICAL		36500 2	22977 7	34500 1	31775 4	37020 1	30382 46 39200/22500		28000 1

CURRICULUM	ECONOMIC PROGR	LAW ENFORCEMEN	MILITARY	NATIONAL SECUR	URBAN / REGION	BIOENGINEERING	DESIGN / CONST	ENVIRONMENTAL/	MANUFACTURING/
BACHELOR - NON TECHNICAL	17600 1	22942 18	23250 6	23000 1	17614 1			17680 2	28017 6
BACHELOR - TECHNICAL		32300 1	30900 3		13650 1	30000 2	30455 211 41400/24812	29774 25 40000/25000	34074 362 41280/30680

CURRICULUM	SYSTEMS / PROG	POWER SYSTEMS	SOFTWARE DESIG	HARDWARE DESIG	RESEARCH & DEV	TESTING	PROCESS ENGINE	PROJECT ENGINE	GRADUATE DEVEL
BACHELOR - NON TECHNICAL	28600 3		29500 2		33000 1				
BACHELOR - TECHNICAL	32591 37 44040/29000	33341 66 50400/31380	32265 43 36500/29380	34311 50 42000/30420	35056 98 41500/31400	31317 38 41500/25000	37282 232 46200/35500	33955 155 45000/28000	

CURRICULUM	ADMINISTRATIVE	INDUSTRIAL HYG	MEDICAL TECHNO	NURSES / PERSO	OCCUPATIONAL T	PHARMACIST	PHYSICAL THERA	RESPIRATORY TH	PARAMEDIC
BACHELOR - NON TECHNICAL	24333 3		18700 1	12480 1			17765 2		
BACHELOR - TECHNICAL	30035 5	23832 1	23563 8	25091 24 31500/21000	34290 2			34000 1	

AVERAGE SALARY OFFERS APRIL 1991 MCPA REGIONAL CUMULATIVE REPORT Sample Block: Average: 20250 706 # of Offers

BY TECH - NON TECH/FUNCTION CUMULATIVE PERIOD 9/1/90 THROUGH 4/5/91 90th: 22080 / 10th: 18330

CURRICULUM	ADMINISTRATION	COUNSELING	FUNDRAISING /	SOCIAL WORK	COMPUTER PROGR	INFORMATION SY	SYSTEMS ANALYS	ACTUARIAL	AGRICULTURE/NA
BACHELOR - NON TECHNICAL	21660 7	17589 18		17491 15	26292 34 33600/23040	28625 34 32000/27000	28185 21 35400/25500		21000 1
BACHELOR - TECHNICAL					29051 141 48000/24000	31839 37 39200/27000	30080 58 38480/25500	31080 6	20371 25 30000/17500

CURRICULUM	ARCHITECTURE	CONSULTING	HUMAN RESRCS /	MANAGEMENT TRA	MATH/STATISTIC	PARALEGAL	RESEARCHERS NO	RESEARCHERS -	TEACHING
BACHELOR - NON TECHNICAL		27695 62 39000/26000	23444 16	21658 238 32000/16000		16000 1	21023 1		20278 86 36415/14800
BACHELOR - TECHNICAL	25000 2	30923 66 38900/28500	19500 1	30462 25 37500/22000	31200 1			29401 13	21379 9